

POLICY

SURA ASSET MANAGEMENT Colombia, a company dedicated to investment management, comprising companies involved in the pension, savings, and investment businesses, is committed to:

1. The prevention, promotion, and protection of the safety and health of our employees and other stakeholders.
2. Providing healthy and safe working environments through the identification of hazards, assessment, and control of the risks arising from our activities.
3. Working towards road safety, therefore allocating resources, means, and methods that promote the road safety of all road users.
4. Integral well-being and quality of life.

The foregoing is achieved through the continuous pursuit of compliance with applicable regulations and the continuous improvement of road safety and the safety and health of our employees.

POLICY STATEMENT	STRATEGIC GOALS	CONTROL GOALS	GOAL	STRATEGIES	INDICATORS
Promoting healthy and safe workplaces by identifying, assessing, and controlling hazards. Working towards road safety.	To prevent and control hazards and risks that cause accidents, occupational diseases, and traffic incidents.	To maintain low accident rates through effective controls.	0 Occupational accidents	SG-SST diagnosis and assessment / Safety and Health Management System diagnosis and assessment Hazard Identification, Risk Assessment and Evaluation (HIRE). Training plan Induction and refresher training program Prevention and promotion campaigns	SG-SST assessment / SG-SST evaluation Accident frequency rate (AFR) Accident severity rate Fatal accident rate (FAR) Training plan compliance Work plan compliance
		To keep occupational illness rates at zero.	0 Incidence of occupational diseases	Health condition monitoring Occupational health examinations Psychosocial risk assessment Promotion and prevention campaigns	
		To maintain low road accident rates through effective controls.	0 Traffic accidents	Strategic Road Safety Plan (SRSP) Policy for the prevention of tobacco, alcohol, and drug use	Road accident rate Accident costs Percentage of Strategic Road Safety Plan work plan completion
Prevention, promotion, and protection of occupational health - Overall well-being	To achieve a 10% reduction in medical absences attributed to common illnesses when compared to the preceding year.		Medical absenteeism 2023= 0.51 - 10% Goal= 0.46	Health promotion and prevention campaigns Training plan Entrance, periodic, and exit medical examinations Health condition monitoring	Medical Absenteism
Continuous improvement	Maintaining the OHSMS structure 100% (Resolution 0312 of 2019)		Evaluation OHSMS = 100% a december de 2024	OHSMS Maintenance OHSMS Consulting Support Groups	Evaluation of the OHS Management System (minimum standards)
	Achieve a RSSP evaluation of 80% or higher		Evaluation RSSP > 80% december 2024	Development and implementation of the RSSP OHSMS Consulting	Road safety strategic plan evaluation



Representante Legal
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